



# EMPLOYMENT TRIBUNALS

**Heard at:** Croydon (by video) **On:** 9 to 12 April 2024

**Claimant:** Mrs T Chapman

**Respondent:** First Option Healthcare Limited

**Before:** Employment Judge E Fowell  
Mr D Newlyn  
Mr C Wilby

**Representation:**

**Claimant** In person

**Respondent** Mr Richard Hignett of counsel, instructed by rradar Ltd

## JUDGMENT

1. The complaint of harassment on grounds of disability is dismissed on the ground that those responsible for the acts in question were not aware of the claimant's disability and because those acts were too minor to amount to unlawful conduct.
2. The complaint of discrimination arising from disability is also dismissed on the ground that the respondent was not aware of the claimant's disability and also because the claimant's dismissal and other acts were not done because of something arising in consequence of her disability.
3. The complaint of failure to make reasonable adjustments, which concerned being accompanied at a hearing, is also dismissed on the basis that the respondent was not aware of the claimant's disability.

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Employment Judge Fowell  
Date: 12 April 2024

### Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>